METHOD AND SYSTEM FOR DEVELOPING TEACHING AND LEADERSHIP CHARACTERISTICS AND SKILLS

U.S. Patent Application Serial No. 10/016,905

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit __O__

05/12/2000 12:47

Please respond to
tlc@broadband.co.uk

Hi Rob and Fiona,

NAV PAGE
We've talked over the navigation page and had a look at your designs. In the
spirit of your new process, here's what we want in the nav page.
(See attached file: Main Navigation.doc)

All the sub-sections should be clickable "routers" to that section. We want it
to be obvious to users where they can go to and where they can't. We would like
them to be able to jump back to any area they have already visited. To go
forward they have to chug through the actual system. Beccy will be sending on
some of the specific "section to section" links later - but these are for other
sections of tlc not for the nav page.

We'd like the nav to be all on one page and for it all to be visible at the same
time. Could you do a design that shows the "route" rather than pull-out menus
(We can still distinguish the "major nav" sections eg. by colour).

We would also like a "where I am now" indicator and a "back to log-in" link.

Are there any programming issues with any of this?

HOME PAGE
We need the same functionality on the initial login/home page as we had on the
demo site, plus some - ie.
Login
First Time User
I have a question
Research
News
Privacy and Security
Licensing Transforming Learning
Keep me posted
Preview Transforming Learning (this is a link to the demo site)

We also need a strongly branded initial page. We liked the little figures, but

wondered whether we could have a stronger "TLC" brand. Look forward to your ideas.

Does this all make sense? Let me know if you want to talk through anything,
Fionnuala

7/30/2007

Navigator Content

Four main sections, with sub-sections as below, for Headteachers and for Teachers.

There will be a separate navigation for school managers/EAZ/LEAs – this is a January task.

Headteachers

Main Navigation	Sub-navigation: Headteachers

Exploring	About You
	The Questionnaires
	Understanding the Concepts
	    • CSI Theory
	    • LSI Theory
	    • Receiving Feedback
	About Your Context

Getting Feedback	CSI Detailed Feedback:
	    - Clarity
	    - Standards
	    - Etc
	    - Etc
	    - Etc
	    - Etc
	CSI Summary Feedback
	Prioritising for Action

Taking Action	Exploring your Leadership Styles Choosing your Leadership Styles Exploring and Choosing Actions Creating your Personal Plan Going Forward
Admin	Changing Your Password Questionnaire Set-up Tracking Your Questionnaires Setting up a School Manager Account

Teachers

Main Navigation	Sub-navigation: Teachers

Exploring	About You
	The Questionnaires
	Understanding the Concepts:
	    • Classroom Climate Theory
	    • Receiving Feedback
	About Your Context

Getting Feedback	Classroom Climate Detailed Feedback
	    - Clarity
	    - Standards
	    - Fairness
	    - Etc
	    - Etc

	- Etc
	- Etc
	- Etc
	- Etc
	Classroom Climate Summary Feedback
	Prioritising for Action
Taking Action	Exploring and Choosing Actions
	Creating your Personal Plan
	Going Forward
Admin	Changing Your Password
	Questionnaire Set-up
	Tracking Your Questionnaires

METHOD AND SYSTEM FOR DEVELOPING TEACHING AND LEADERSHIP CHARACTERISTICS AND SKILLS

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Exhibit __P__

TRANSFORMING LEARNING
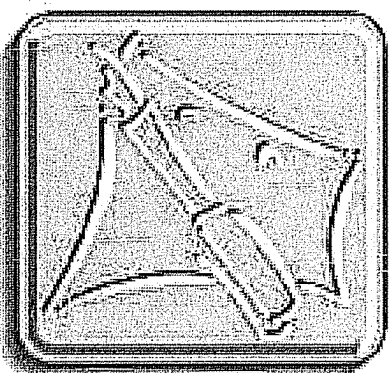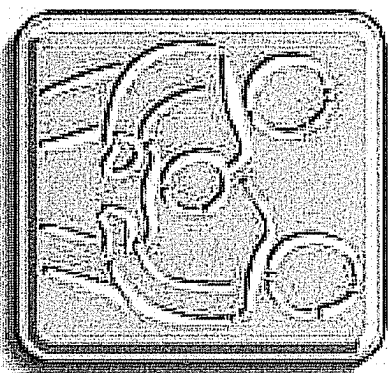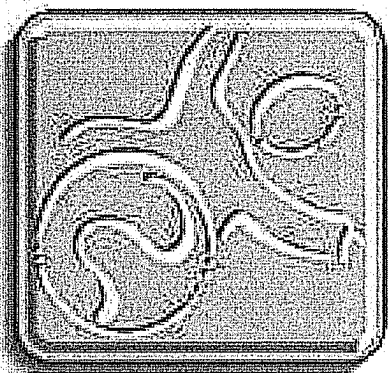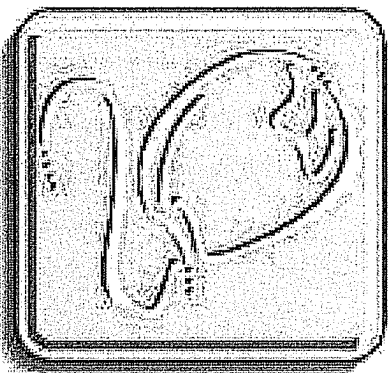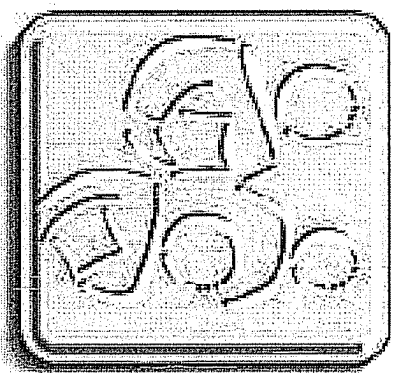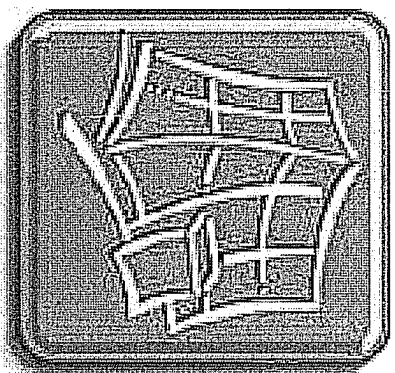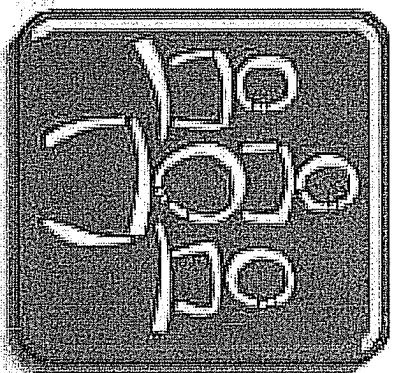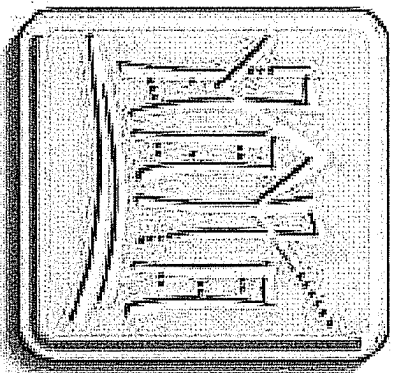
Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.

02

we are clear about what
we are expected to achieve

A B C D E F
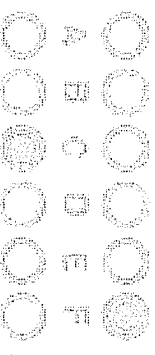
we are not clear about what
we are expected to achieve

03

we are clear about what
we are expected to achieve

now
future

A B C D E F
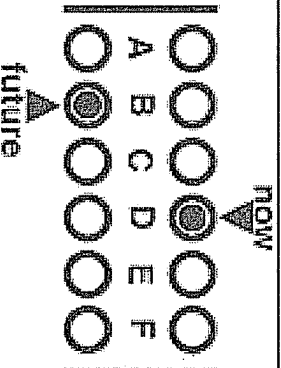
we are not clear about what
we are expected to achieve

04

we are clear about what
we are expected to achieve

A B C D E F
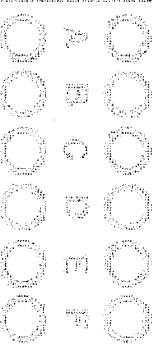
we are not clear about what
we are expected to achieve

NEXT ▶
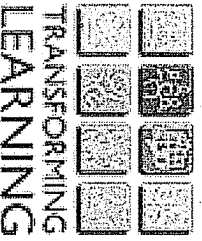
TRANSFORMING
LEARNING

File   Edit   View   Favorites   Tools   Help

Back   Forward   Stop   Refresh   Home   Search   Favorites   History   Mail   Print

Address http://www.broadband.co.uk/preview1/hay/page99.html   Go   Links

TRANSFORMING
LEARNING

Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.

Your Own Perceptions

Self Actual vs Self Ideal – This shows the gap between
your perception of the actual degree of Reward in the school
and your perception of the ideal level.

You Now vs
Your Ideal

Now

Ideal

1   2   3   4   5   6

Clarity

What Does This Mean?
You now vs You Ideal: You
feel there should be a
much higher level of
recognition and reward in
the school

Done   Internet

File   Edit   View   Favorites   Tools   Help

Back   Forward   Stop   Refresh   Home   Search   Favorites   History   Mail   Print

Address http://www.broadband.co.uk/preview1/hay/page99.html
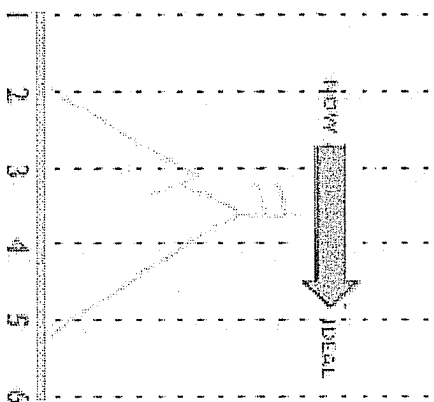
Go   Links

Your Perceptions vs Your Colleagues'

Clarity

Self Actual vs Self Ideal - This shows the gap between your perception of the actual degree of Reward in the school and your perception of the ideal level.

You Now vs Your Ideal

You Now vs Your Students Now

What Does This Mean?

You now vs You Ideal: You feel there should be a much higher level of recognition and reward in the school

TRANSFORMING LEARNING

Done   Internet

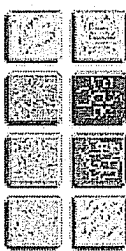File   Edit   View   Favorites   Tools   Help

Back   Forward   Stop   Refresh   Home   Search   Favorites   History   Mail   Print

Address   http://www.broadband.co.uk/preview1/hay/page99.html

The Perception of Your Students

Clarity

Self Actual vs Self Ideal – This shows the gap between your perception of the actual degree of Reward in the school and your perception of the ideal level.

You Now vs Your Ideal

You Now vs Your Students Now

Your Students Now vs. Students Ideal

What Does This Mean?

You now vs You Ideal: You feel there should be a much higher level of recognition and reward in the school

TRANSFORMING LEARNING

Done   Internet

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print

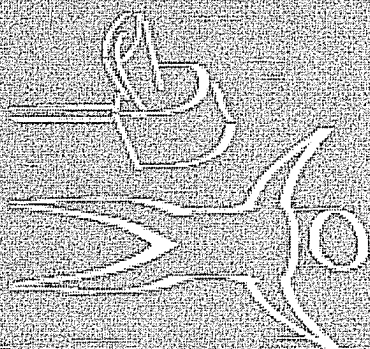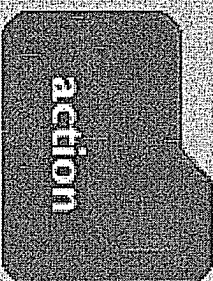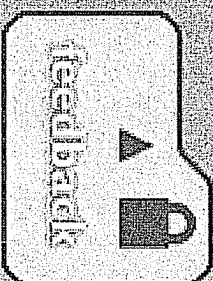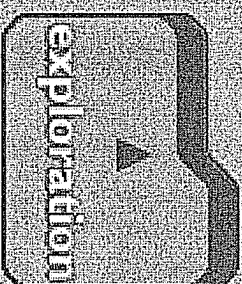Address http://www.broadband.co.uk/preview1/hay/page99.html Go Links

WHERE...?

Logout

Classes

Help

Contact Us
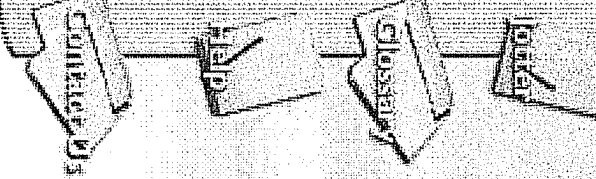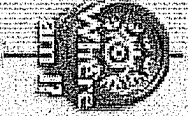
TRANSFORMING
LEARNING

Your School In Comparison With Other Schools

Clarity

You Now vs
Your Ideal

You Now vs Your
Students Now

Your Students Now
vs. Students Ideal

YOU STUDENTS

NOW NOW

IDEAL IDEAL

1 2 3 4 5 6

LOW MEDIUM HIGH

What Does This Mean?

You now vs You Ideal: You
feel there should be a
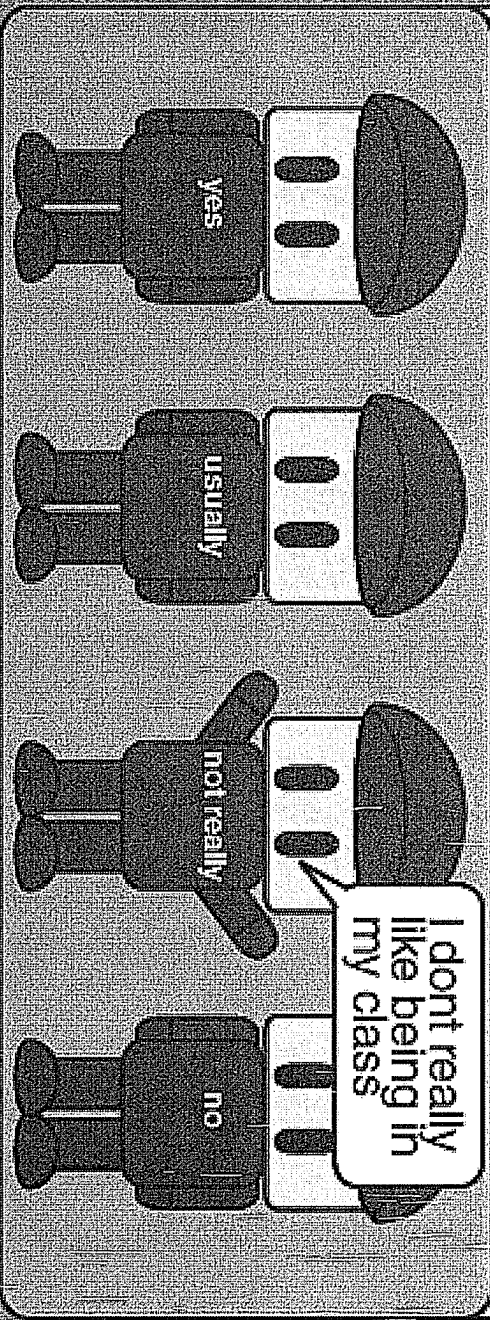much higher level of
recognition and reward in
the school

Done Internet

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print
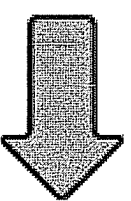
Address http://www.broadband.co.uk/preview1/hay/page104.html Go Links

Your Class compared with other classes

This chart shows the gap between your own and others' perception of the actual levels of all CSI dimensions. The Context for School Improvement is a measure of individuals' perceptions at a point in time, and can be strengthened when the Headteacher and staff work together.
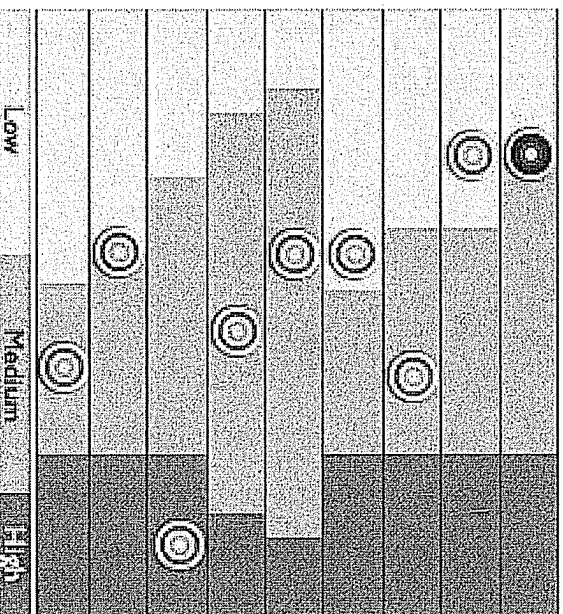
Significant improvements can be realised by focusing on the key dimensions of:

Clarity: ensuring that everyone is clear about strategic direction, key goals, organisation structure, policies and guidelines, and understands how they can contribute to the school's broader goals.

Standards: ensuring that everyone is working toward improvement and excellence, and that mediocrity is not tolerated.

Working on these two areas first will produce the best improvement in CSI over time.

What Does This Mean?

Compare with other classes   Summary

Clarity
Standards
Order
Fairness
Participation
Support
Safety
Interest
Environment

Low   Medium   High

TRANSFORMING LEARNING

Summary instructions go here. Normally only 2 lines or less. These are in the colour code of the page.

How do you think you lead? | **How Raters view you**

	Dominant	Back-up	Infrequent
	Coercive	Democratic	Coaching
	Pacesetting	Affiliative	
		Authorative	
	Coercive	Democratic	Coaching
	Pacesetting	Affiliative	
		Authorative	

What Does This Mean?

You and your colleagues are in broad agreement as to the way in which you lead the school. However, only 2 lines or less. These are in the colour code of the page.

Leadership Styles

resizable height - aligned to top

Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.

Dimensions	Priority	Want to know more?	Select
Clarity	Medium	click here to find out more	Select
Standards	Medium	click here to find out more	Select
Order	High	click here to find out more	Select
Fairness	Medium	click here to find out more	Select
Environment	Medium	click here to find out more	Select
Another	Medium	click here to find out more	Select
Another	Medium	click here to find out more	Select

TRANSFORMING

Your Coercive style is

Dominant
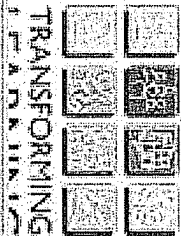
Choose the style you want to explore. When you have explored them all, highlight the style you are thinking of improving and click Next

Values in Feedback

Leadership Styles

Pacesetting

Coaching

Coercive

Authoritative

Affiliative

Democratic

Reward

Flexibility

Clarity
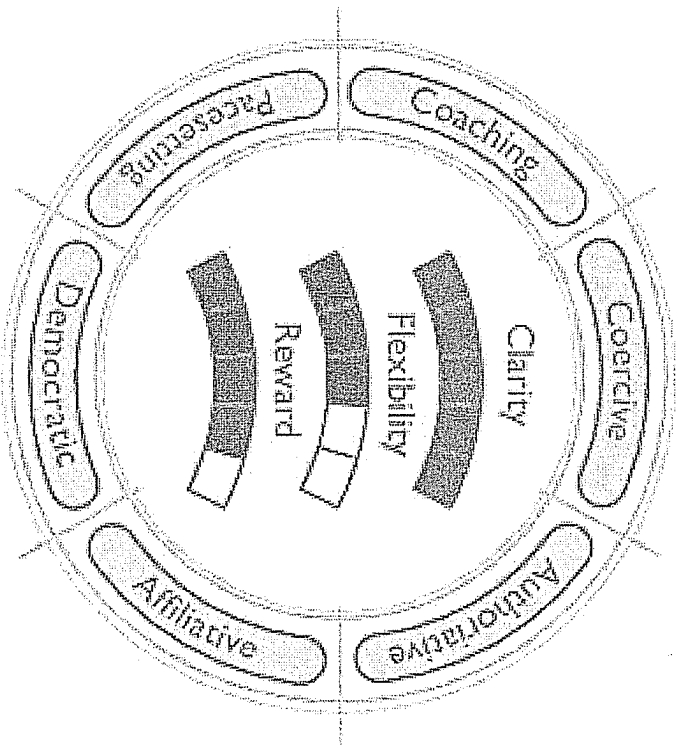
Extremely   Valuable   Of Short Term   Use   Not.

File   Edit   View   Favorites   Tools   Help

Back   Forward   Stop   Refresh   Home   Search   Favorites   History   Mail   Print
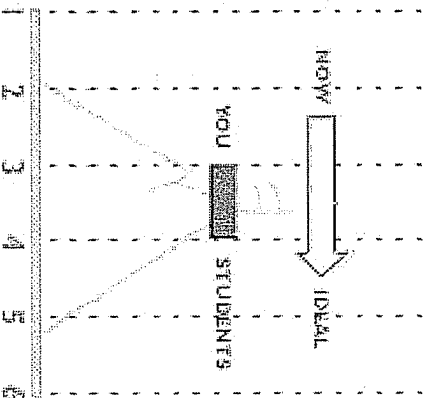
Address http://www.broadband.co.uk/preview1/hay/page118.html   Go   Links

You are in Feedback

Leadership Styles

Click next to go forward with the highlighted style or click [back] to look again at the implications of using each style

Coercive	Dominant	CLARITY FLEXIBILITY REWARD
Authoriative		
Affiliative		
Democratic		
Pacesetting		
Coaching		

Extremely   Valuable   Of Short Term   Use   Not
Valuable   Value   With Care   Recommended

Broadband Communications Ltd. - Hay McBer - Microsoft Internet Explorer provided by ...

File   Edit   View   Favorites   Tools   Help

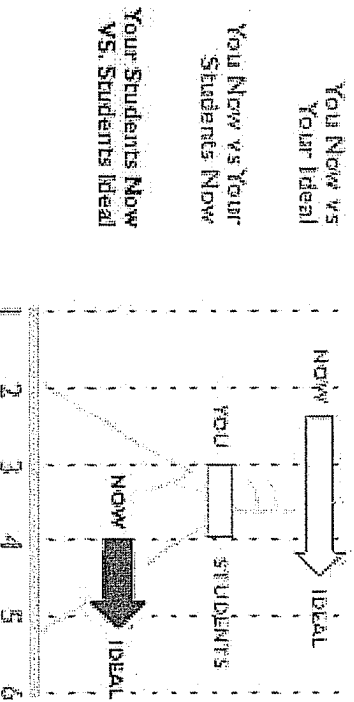Back   Forward   Stop   Refresh   Home   Search   Favorites   History   Mail   Print

Address   http://www.broadband.co.uk/preview1/hay/page96.html   Go   Links

Dimension: Clarity

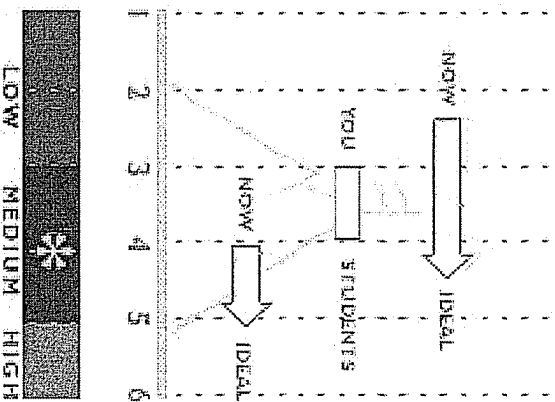*The extent to which students are clear about the aims and objectives of the course; how well they understand the purpose of each lesson and what is expected of them in their homework; and how each lesson relates to the broader subject.*

Key Stage 2

Key Stage 3

Key Stage 4

Key Stage 5

Benchmark:

Min   Average   Max

1   2   3   4   5   6

LOW   MEDIUM   HIGH
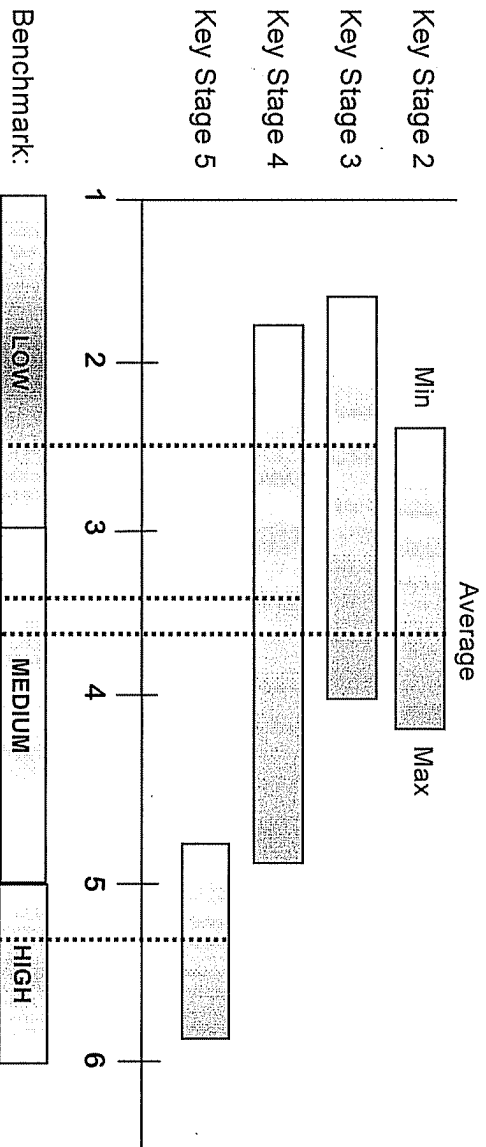
Commentary:
Overall, teachers in Key Stages 2 and 4 are creating a satisfactory level of clarity for their pupils, although there is a wide range of achievement in Key Stage 4. Teachers in Key Stage 3 are outstanding – you may wish to investigate here for examples of best practice. The main area for development is at Key Stage 5.

METHOD AND SYSTEM FOR DEVELOPING TEACHING AND LEADERSHIP CHARACTERISTICS AND SKILLS

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Exhibit __Q__

Russell Hobby: August 2000 – December 2000

August 2000

Tuesday, 1 August, 2000

Wednesday, 2 August, 2000
   14:30 - 15:30   Lynne

Thursday, 3 August, 2000

Friday, 4 August, 2000

Monday, 7 August, 2000

Tuesday, 8 August, 2000
   - All Day -   CEL - Manchester

Wednesday, 9 August, 2000

Thursday, 10 August, 2000

Friday, 11 August, 2000

Monday, 14 August, 2000

Tuesday, 15 August, 2000
   10:30 - 13:30   Coventry LEA (Chris Thatcher) - Room 1
   12:30 - 14:00   Chris Baker: CPD Network

Wednesday, 16 August, 2000
   09:00 - 12:00   Fionnuala - S&M Chat
   11:30 - 12:00   Helen: Newham EAZ
   15:00 - 16:00   Meeting with Esther and Juliet (Marketforce) - Room 2

Thursday, 17 August, 2000
   10:00 - 12:00   ESP Meeting with Molly
   16:30 - 17:00   Michael re: SMT brochure

Friday, 18 August, 2000
   - All Day -   Keep Free

Monday, 21 August, 2000

Tuesday, 22 August, 2000
11:30 - 12:30	Fionnuala
12:00 - 12:30	Brief Media Link re: TLC @ Rm 1 (Sara Chappel, Julia Bryan, Rosie Bain, Ellie Button)
16:00 - 17:00	Diane - WBB

Wednesday, 23 August, 2000
15:00	Deadline for Brochure Copy
15:00 - 17:00	Headteacher Focus Group

Thursday, 24 August, 2000
11:00 - 12:00	Hay/Guardian Conference @ 119 Faringdon Rd, w/ Julian Rose and Jerry O'Conner
15:00 - 16:00	John Morely re: entrepreneurs

Friday, 25 August, 2000
09:00	Call Rob Bonnington at Beds LEA

Monday, 28 August, 2000
- All Day -	BANK HOLIDAY

Tuesday, 29 August, 2000

Wednesday, 30 August, 2000
09:00 - 10:00	Media Link Meeting (Sarah) w/ Charlotte (CHA) - discuss broadcast strategy
13:00 - 15:00	Focus Group - Kevin King, Headteacher (trying to find others)
15:00 - 17:00	Teacher Focus Group - Phil Taylor and another

Thursday, 31 August, 2000
15:00 - 16:30	Meeting w/ Chris Baker, Michael @ Victoria

September 2000

Friday, 1 September, 2000

Monday, 4 September, 2000
09:15	Call Melanie @ Holy Family re: pilots
16:00 - 17:00	Lynne, design stuff

Tuesday, 5 September, 2000
10:00 - 12:00	Monthly meeting with Collette Hill PR - Room 9
12:00 - 12:30	Tying up some loose ends re VABIS in room 9

Wednesday, 6 September, 2000

Thursday, 7 September, 2000
16:15 - 18:15	MvdG and RH - Provider meeting with HTI - Anne Evans (Sec Paula Brown Tel: 02476410104) Room TBC
17:00 - 19:00	TLC Demo - Esther Williams & Mike Parkhurst (NAHT) @ Victoria

Friday, 8 September, 2000
10:00 - 11:00	Russell Hobby - review the Mark Hunter chapter?

Monday, 11 September, 2000
- All Day -	TLC Demo - Essex LEA, 9:30 @ Chelmsford (Paul Lincoln, Peter Evans)

Tuesday, 12 September, 2000
11:00 - 11:30	Reen + Russell re marketing for roadshows

Wednesday, 13 September, 2000
11:30 - 12:30	Russell/Anna
16:00 - 18:00	Team Meeting

Thursday, 14 September, 2000
10:00 - 12:00	Headteacher Focus Group - John Evans and Geoof Moore
10:00 - 12:00	FOC RH NAHT (Esther Williams, Mike Parkinson) meeting room 8
16:30 - 20:00	TLC Meeting - Continuing into Evening

Friday, 15 September, 2000
12:00 - 13:00	Russell Joining: CEO vs HT's Study - Room 6

Monday, 18 September, 2000
10:45 - 12:45	TLc Demo - West Berkshire DC; Andy Tubbs
15:00 - 16:00	Amanda Howlett/Russell Hobby

Tuesday, 19 September, 2000
10:00 - 12:30	Southwark LEA - Demo Meeting
14:00 - 15:00	Stuart, Business Planning - Education
15:30 - 16:30	Gerry from The Guardian - discuss next steps

Wednesday, 20 September, 2000
09:00 - 10:00	TLc meeting re Fusion 2000 - Grey Room
14:00 - 16:00	Provider meeting with Rod Young from QAA (Tel: 01525 402048) + RH, AL (Room TBC)
17:00 - 18:00	Chicelli web cast

Thursday, 21 September, 2000
15:45 - 17:45	Provider meeting with Harry Tomlinson (Tel: 0113-2837407) and Sheril Andrews (Industrial Society) (Sec: Emma Forletta Tel: 01214103197 - Map faxed) Room TBC

Friday, 22 September, 2000
10:00 - 17:00	Team Awayday - venue tbc

Monday, 25 September, 2000
10:30 - 12:30	Northamptonshire LEA - Demo Meeting
17:30 - 18:30	Build Stand

Tuesday, 26 September, 2000

Wednesday, 27 September, 2000

Thursday, 28 September, 2000

Friday, 29 September, 2000
- All Day -	Dudley EAZ - Seminar

October 2000

Monday, 2 October, 2000
10:00 - 11:00	TLC Database Mting
14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9

Tuesday, 3 October, 2000
12:30 - 17:30	North Yorkshire LEA - Post LPSH Presentation with Anna

Wednesday, 4 October, 2000
11:00 - 12:00	Meeting - Reen + Russell re NWEC conference in Bolton
13:30 - 15:30	Parklands Junior School, Ms Gina Gardiner @ Romford, Essex
14:00 - 15:30	Meet Julia Harper of GWIST to discuss TLc

Thursday, 5 October, 2000

Friday, 6 October, 2000

Monday, 9 October, 2000
- All Day -	NASS - Chris Dyson
18:30	Drinks with Michael

Tuesday, 10 October, 2000
13:30 - 16:00	Leadership Group Meeting at Holy Family School (Melanie Wheeler)

Wednesday, 11 October, 2000
12:15	Chris @ N Yorks LEA

Thursday, 12 October, 2000
10:00 - 12:00	Meeting with Dorthay Brand - Lewisham Education
13:30 - 17:00	Holy Family Focus Group

Friday, 13 October, 2000

Monday, 16 October, 2000
- All Day -   CPD Conference, London
- All Day -   Durham Presentation

Tuesday, 17 October, 2000
- All Day -   BRISTOL ROADSHOW

Wednesday, 18 October, 2000
10:00 - 12:00   PM Seminar in Somerset

Thursday, 19 October, 2000

Friday, 20 October, 2000
- All Day -   Wokingham LEA Conference

Monday, 23 October, 2000
- All Day -   Half Term
11:00 - 13:00   TLC - Client Info Meeting (Support Existing Customers)

Tuesday, 24 October, 2000
10:00 - 18:00   Hold for 'Partners in Education' Meeting - Victoria Room TBC with lunch

Wednesday, 25 October, 2000

Thursday, 26 October, 2000
10:00 - 13:00   Re-scheduled client info meeting

Friday, 27 October, 2000

Monday, 30 October, 2000
- All Day -   Half Term Possibly
12:15   Chris @ Gloucs LEA

Tuesday, 31 October, 2000
14:00 - 16:00   DGC Performance Review - Russell Hobby - Room 6
16:15 - 17:15   Reen + Russell re TLc

November 2000

Wednesday, 1 November, 2000
09:00 - 13:00	Marketing Briefing - Paul Basile (Victoria)
15:00 - 17:00	TLC -Client Info (Support Existing Customers) Meeting in Project Office

Thursday, 2 November, 2000
10:30 - 14:30	BEDFORDSHIRE FOCUS GROUP

Friday, 3 November, 2000
- All Day -	DAY OFF!!!!!!
- All Day -	Bridgwater EAZ Inset Day - PM Workshop

Monday, 6 November, 2000
14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9
16:30 - 17:00	MCA Awards 2nd stage meeting - Room 7

Tuesday, 7 November, 2000
14:00 - 16:00	Graham Smith, Haringey

Wednesday, 8 November, 2000
10:00 - 12:00	TLC - Selling of Licences Meeting
13:00 - 16:00	Revise Roadshow Presentation

Thursday, 9 November, 2000
09:00 - 12:00	Hold for MCA Case Study Draft
15:00 - 16:00	Meeting with Pat Reynolds @ Essex County Council

Friday, 10 November, 2000
- All Day -	Andy & Lucy's Wedding

Monday, 13 November, 2000

Tuesday, 14 November, 2000
- All Day -   BIRMINGHAM ROADSHOW

Wednesday, 15 November, 2000
10:00 - 12:00   Meeting with Jeanette Corking @ Wandsworth LEA Group of Head teachers
14:30 - 16:30   Meeting with Dorothy Brown (Lewisham)

Thursday, 16 November, 2000
- All Day -   MAIDSTONE ROADSHOW
11:00 - 11:45   MCA Final meeting - Room 7

Friday, 17 November, 2000
11:00 - 12:00   Reen + Rascal re TLc
13:00 - 17:00   Mr Harkin - Bruce Junior School - Transforming Learning

Monday, 20 November, 2000
16:00 - 18:00   Bexhill School - Mike Conn @ The Jarvis Cooden Beach Hotel

Tuesday, 21 November, 2000
- All Day -   LONDON ROADSHOW
09:00   LESSONS OF LEADERSHIP RELEASE
09:00 - 09:30   David Hart, NAHT

Wednesday, 22 November, 2000
10:30 - 11:00   Julia Warren - MBA
12:00   Send Batch 1 & 2 of LoL mailing
16:00   Home Early

Thursday, 23 November, 2000
- All Day -   Durham Headlamp Conference - 'Leading for Learning' (30 heads)

Friday, 24 November, 2000
10:00 - 12:00   TLC - Enhancing the Brand Meeting
14:00 - 16:00   Stephen Hoar, freelance journalist

Monday, 27 November, 2000

11:15 - 12:15	Angela Law/Anne Wilson from Emseven re video (o.b.o. Nick Woollard) (01753858895)
14:00 - 15:00	Olly Solmon re video (Crown Business Communications 07747612804/02077277272) - Room 9
15:00 - 16:00	Nick Clemson re video (Presentation Showhouse 0860620577/02089941100) - Room 9
16:15 - 17:15	Andy Booth re video (World TV 01179304099/02073888555) - Room 9

Tuesday, 28 November, 2000

- All Day -	READING ROADSHOW

Wednesday, 29 November, 2000

- All Day -	LANCASTER ROADSHOW

Thursday, 30 November, 2000

- All Day -	LIVERPOOL ROADSHOW

December 2000

Friday, 1 December, 2000

13:00 - 17:15	Croydon Demo

Monday, 4 December, 2000

10:00 - 11:00	Meet w/ Chris Embrey to discuss PM day
14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9

Tuesday, 5 December, 2000

Wednesday, 6 December, 2000

16:00 - 18:00	Meeting with John Wilson from College Hse Junior School

Thursday, 7 December, 2000

- All Day -	MANCHESTER ROADSHOW

Friday, 8 December, 2000

12:00 - 14:00	Lunch with Frank and GTC (London) - possibly

Monday, 11 December, 2000
    12:00   Send Christmas Cards

Tuesday, 12 December, 2000

Wednesday, 13 December, 2000
    12:00 - 18:00   TEAM CHRISTMAS LUNCH - Dover Street Wine Bar

Thursday, 14 December, 2000
    14:00 - 17:30   Keith Sadler @ Bristol LEA (Bristol Parkway)

Friday, 15 December, 2000
    10:00 - 12:30   HOLD: Meeting with emseven re video production: Angela
                                 Law, Anne Wilson and Phil Swerdlow - Room TBC
    15:00 - 17:00   Martin Baker - Hertfordshire LEA Meeting with Pat
                                 Collarbone, Howard Kennedy, MVDG, RH at London
                                 Leadership Centre re TLC

Monday, 18 December, 2000
    10:00 - 12:00   Chris Embrey, Hereford
    14:00 - 17:00   Wolverhampton LEA Intro Meeting

Tuesday, 19 December, 2000
    12:30 - 14:00   Lunch with CHA

Wednesday, 20 December, 2000
    - All Day -   Holiday
    12:30 - 13:30   Lunch w/ Gerry O'Conor

Thursday, 21 December, 2000

Friday, 22 December, 2000
    08:45 - 09:45   TLc champagne breakfast at Royal Garden Hotel (Park Terrace)
                                 2-24 Kensington High Street Tel:02079378000

Monday, 25 December, 2000

Tuesday, 26 December, 2000

Wednesday, 27 December, 2000

Thursday, 28 December, 2000

Friday, 29 December, 2000

METHOD AND SYSTEM FOR DEVELOPING TEACHING AND LEADERSHIP CHARACTERISTICS AND SKILLS

U.S. Patent Application Serial No. 10/016,905

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit ___R___

As discussed yesterday attached are draft terms to cover the interim period with Broadband. Please call if you want to discuss. my direct line is 0161 909 4168. I just sent this e-mail with the wrong attachment - sorry, please can you delete the earlier e-mail if I didn't retract it quickly enough!
Amanda

Amanda Howlett
Assistant Solicitor

Pannone & Partners
Solicitors,
123 Deansgate,
Manchester M3 2BU

Tel.   : 0161 909 3000 (switchboard)
Direct tel : 0161 909 4168
Fax.   : 0161 909 4400 (general)
E-mail   : amanda.howlett@pannone.co.uk
Website : www.pannone.com

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http://peopletorque.haygroup.co.uk

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http://www.transforminglearning.co.uk, http://www.haypaynet.com

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Tel +44 (0)20 7856 7000 Fax +44 (0)20 7856 7100

Registered in England and Wales No. 763575

name of contact
Broadband   **Our Ref:**
Full corporate name and address

                                            Your
                                            Ref:
                                                                    , 2000
                                            Date:

Dear

MEMORANDUM OF UNDERSTANDING

I am pleased to confirm that, subject to us getting full corporate approval and agreeing with you the terms of the contract, we wish to appoint you to design and write software for us to run our website ("the Services").

Obtaining corporate approval will take some time so we would like to appoint you in the interim period to undertake, in collaboration with us, the initial design phase as set out in the attached Annex ("the Interim Services").

We will pay you for the Interim Services on a time and materials basis at the rate of [£750] per [8] hour day per member of your staff. Reasonable expenses necessarily incurred in the performance of the Interim Services will also be reimbursed, subject to production of reasonable evidence of expenditure. You will keep proper time records which we may inspect on reasonable notice.

Invoices should be submitted at the end of each month for reimbursable expenses and work done in that month, and will be payable within 30 days of receipt, subject to a 5% discount if paid within 7 days of receipt.

The copyright and all other intellectual property rights in [CPS] and your general know-how and expertise will remain with you, but otherwise all copyright and intellectual property rights in materials produced in the Interim Services shall vest in and be assigned to us.

You will carry out the Interim Services promptly and expeditiously using appropriately qualified staff.

The terms of the Confidentiality Agreement made between us dated [   ] shall remain in full force and effect.

At any time we can give you 1 weeks written notice to stop providing the Interim Services, subject of course to paying you in full for work completed prior to termination. Either of us may terminate immediately by written notice to the other in the event of material breach, insolvency, winding up etc.

No agency or partnership shall be created between us.

Whilst we will negotiate the contract for the provision of the Services in good faith and will seek corporate approval we are not committed to entering a contract with you for all or part of the Services and can withdraw from the negotiations at any time.

I hope that we have a successful business relationship. Please confirm your acceptance of the above terms by signing and returning to us the enclosed copy of this letter.

Yours sincerely

For and on behalf
of Hay Management Consultants Ltd

[ON COPY We accept the terms of this letter of which this is a true copy]

METHOD AND SYSTEM FOR DEVELOPING TEACHING AND LEADERSHIP CHARACTERISTICS AND SKILLS

U.S. Patent Application Serial No.

10/016,905

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit __S__

"Fiona Conner" <fiona.conner@broadband.co.uk>

08/11/2000 16:31

| Please respond to |
| fiona.conner@broadband.co.uk |

To Stephen Lams/GB/EUROPE/HAYGROUP@HAYGROUP

cc

Subject RE: Tasks

☒

Here's our list....

> -----Original Message-----
> From: Stephen_Lams@haygroup.com [mailto:Stephen_Lams@haygroup.com]
> Sent: 08 November 2000 13:10
> To: fiona.conner@broadband.co.uk
> Subject: Tasks
>
>
>
>
> (See attached file: Task_List.XLS)
>
>
>
>
> **** This e-mail and any attachments hereto are strictly confidential and
> intended solely for the addressee. It may contain information which is
> privileged. If you are not the intended addressee, you must not disclose,
> forward, copy or take any action in reliance of this e-mail or
> attachments. If
> you have received this e-mail in error, please delete it and
> notify us as soon
> as possible.
>
> The anti-virus software used by Hay is updated regularly in an effort to
> minimise the possibility of viruses infecting our systems.
> However, you should
> be aware that there is no absolute guarantee that any files
> attached to this
> e-mail are virus free.
>
> Hay Management Consultants, 52 Grosvenor Gardens, London SW1W
> 0AU, Tel (44)
> (0)20 7881 7000, Fax (44) (0)20 7881 7100, http://www.haygroup.com,
> http://www.haypaynet.com.
>

9/20/2007

> Registered in England and Wales No. 763575
>
> Registered office address as above ****
>

Task	Proto	Build	Test End Date eta	Alpha/B eta	For	Owner	Status	Comments	Confidence for Alpha Test Now Delivery		Hay Owner
Login Control	6-Nov-00			7-Nov-00	Beta	Matt Southall	50%	Not ready to test. Need to incorporate metaset changes.	80%	Y	SL
Set Create	9-Oct-00			11-Oct-00	Alpha	Fiona Conner	100%	Not ready to test. Need to incorporate metaset changes.	100%	Y	SL
Questionnaires	16-Oct-00	23-Oct-00	24-Oct-00	16-Oct-00	Alpha	Louise Crow	Done	Done apart from new algo to remove questions based on BG questionnaire	100% CF	Y	BW
Graphs	29-Sep-00	5-Oct-00	9-Oct-00	29-Sep-00	Alpha	Rob Ingram	Done	Not ready to test. Needs more work based on recent chart examples.	Proto in Java. Flash?	Y	BW
Q Cleaning		24-Oct-00	25-Oct-00	24-Oct-00	Alpha	Louise Crow	Done	Ready to test.	100% (needs test)	Y	BW
Q Processing		26-Oct-00	27-Oct-00	26-Oct-00	Alpha	Louise Crow	Done	Individual processing ready.	100% (needs test)	Y	BW
Theory + Context	9-Oct-00			12-Oct-00	Alpha	Phil Piper	100%	Ready to test.	100%	Y	FOC

Feature					A/B	Name	Status	Comment	%	Ready	By
Feedback	5-Oct-00	19-Oct-00	20-Oct-00	5-Oct-00	Alpha	Rob Ingram	Done	Head and teacher 'feedback' ready but missing check for blank dimensions. Emotions etc. in progress. Not started SM/EA feedback.	100%	Y	KN
CPS	19-Oct-00		1-Nov-00		Alpha	Matt Southall		Not ready to test, Matt putting in database structure.	90%	Y	SL
Forgot/Change pword	10-Nov-00		14-Nov-00		Beta	Fiona Conner	Done	Ready to test.	100%	Y	FOC
Create School Manager	20-Nov-00		21-Nov-00		Beta	Fiona Conner	Done	Ready to test.	100%	Y	FOC
SPs	4-Oct-00	2-Nov-00	6-Nov-00	4-Oct-00	Alpha	Rob Ingram	Done	Nearly finished!		N	
Bookmarking	4-Oct-00	9-Oct-00	10-Oct-00	4-Oct-00	Alpha	Rob Ingram	Done	Won't be all that meaningful for Alpha - no login, nothing to go back to	50%	N	
Message Scheduler	9-Nov-00	13-Nov-00	14-Nov-00	9-Nov-00	Beta	Fiona Conner				N	
Action Planner	7-Nov-00	9-Nov-00	10-Nov-00	7-Nov-00	Beta	Fiaz Khan				N	
Set Management	29-Nov-00	4-Dec-00	5-Dec-00	29-Nov-00	Beta	Fiona Conner				N	
Set Processing	11-Oct-00	16-Oct-00	17-Oct-00	11-Oct-00	Alpha	Louise Crow		Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N	

Task	Date 1	Date 2	Date 3	Date 4	Phase	Owner	Notes	Status	Done
Set Cleaning	13-Oct-00	18-Oct-00	19-Oct-00	13-Oct-00	Alpha	Louise Crow	Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N
Data Markers	25-Oct-00	27-Oct-00	30-Oct-00	25-Oct-00	Alpha	Louise Crow	Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N
SM Feedback	6-Nov-00	10-Nov-00	13-Nov-00	8-Nov-00	Beta	Rob Ingram	not started		N
Initial Registration	6-Nov-00	10-Nov-00	13-Nov-00	8-Nov-00	Beta	Louise		90%	N
Tracker	20-Nov-00			24-Nov-00	Beta	Rob Ingram	Data elements done. More to integrate		N
Graph Re-generation	13-Nov-00			14-Nov-00	Beta	Rob Ingram			N
Graph cache clean	20-Nov-00			22-Nov-00	Beta	Rob Ingram			N
Rater Management	10-Nov-00			15-Nov-00	Beta	Fiona Conner			N